

EXTERNAL CIRCULATION

DIRECTORATE: CIVIL ENGINEERING SERVICES
POST DESIGNATION: MANAGER: SEWER NETWORKS
(PERMANENT)
WC 1327
REFERENCE: 3027519

Salary: R 578 580 -R 751 080 (T15)
Additional Service Benefits: Medical Aid, Pension, Housing Allowance (subject to prescribed requirements), 13th Cheque and Group Life Insurance.

MINIMUM REQUIREMENTS:

A relevant BEng or BSc (Eng) engineering degree with registration as Pr Eng (or B-Tech Civil Engineering with registration as PrTechEng).
5- 8 Years experience post registration (including Supervisory/Management Experience).
Computer Literacy (Microsoft office and CAD).
Code EB Driver's Licence.

COMPETENCIES:

Core Professional Competencies: Planning, Organisational Awareness, Attention to Detail.

Functional Competencies: Design, Project Management, Construction, Operations and Maintenance.

Public Service Orientation Competencies: Interpersonal Relationships, Communication, Service Delivery Orientation.

Personal Competencies: Action and outcome orientation, Resilience, Change readiness, Cognitive ability, Learning orientation, Accountability and ethical conduct.

Management / Leadership Competencies: Impact and Influence, Team Orientation, Direction Setting, Coaching and Mentoring.

KEY PERFORMANCE AREAS:

Ensure health, safety and risk management policies are developed and implemented within the workplace.
Ensure that the Department is strategically aligned with the objectives of the Engineering Services Directorate.
Ensure that capital projects are executed and implemented successfully.
Ensure pre-defined goals and objectives related to the cost-effective maintenance and upgrading of the sewer reticulation network are achieved.
Ensure that all proposed layouts and applications for sewer connections are considered prior to approval being granted.
Ensure the activities, projects and assignments associated with the branch are monitored, deviations are addressed.
Ensure corrective measures are introduced to manage conformance, poor quality and performance enabling the section to deliver in accordance with the laid down objectives, procedures, and cost parameters.
Ensure that all the previously set goals and objectives are achieved in an effective and efficient manner.
Ensure contractual terms and conditions entered and agreed to, are complied with and specific responsibilities discharged accordingly without any risk to the Council.
Ensure information, advice or opinions on relevant matters is made available and/or communicated through the various mediums and accurately interpreted through the provision of adequate and clear explanation.
Ensure a climate conducive to promoting and sustaining motivational levels, productivity, performance and improving the quality of work-life is cultivated and maintained, enabling the section to meet its service delivery objectives.
Ensure effective financial management, the contribute to the achievement of goals and objectives to prevent financial losses.
Ensure that records are being kept of related documentation.
Ensure proper communication between the section, internal and external structures, or related parties.

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SPECIAL CONDITIONS ATTACHED TO THE POST:

Good knowledge of all relevant government Acts, municipal by-laws, policies, and procedures.
Ability to communicate in two (2) of the official languages of the Western Cape.
Good communication and interpersonal skills.
Excellent financial management skills.
Computer literacy (Microsoft Office applications, GIS, CAD, IMQS).
Willingness.

PROBATION PERIOD: 6 months

ENQUIRIES: Deon de Jager: .0448019354

INSTRUCTIONS TO APPLICANTS (Please read carefully)

Applications must be submitted **electronically** on the E-recruitment site, which can be found on the George Municipality website, www.george.gov.za, under **Job Portal**. Applicants must register and apply online before **[2024-04-03]** at 16:30.

Please Note the following when applying on the Portal:

- Applicants must please ensure to follow the Assisting Guidelines that can be accessed on the website under Job Portal, before completing their online application.
- Applicants should check and verify their current status or the progression of their application, by referring to their "Inbox" tab on the Portal.
- Please ensure that all the information on your profile is correct and all the necessary documents are attached, prior to submitting your job application.

Applicants must complete all the mandatory profile fields honestly and thoroughly. Please ensure the following documents are submitted under the correct field titles:

- A comprehensive CV (Stipulating full employment history-title of position held, time periods and duties).
- All applications must be accompanied by certified copies (not older than 6 months), by a Commissioner of Oath.
- All relevant Qualifications and Identity document must accompany your application. Driver's license and registration with a professional body must accompany your application only if applicable.

Only online applications will be accepted.

The turnaround time for assistance with any portal related challenges is two (2) working days. Applicants are urged to register and apply well in advance.

Disqualification:

Please note that the following will lead to disqualification:

Non-submission of required documents or submission of fraudulent documents.
Canvassing of Councillors and/or officials.
Non-adherence to the instructions on the advertisement.

NB: Please note, where necessary, shortlisted candidates will be subjected to a screening and vetting process. By applying for this position, candidates agree to background checks being performed which will include reference and other relevant checks.

The Municipality reserves the right not to make an appointment.

Should you not hear from us within 3 months of the closing date, kindly regard your application as being unsuccessful.

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George Municipality is an equal opportunity employer which subscribes to the principle of affirmative action and Employment Equity. Preference will be given to applicants from the designated/under -represented groups.

The appointment will be subject to the need for signing of an employment contract and, where applicable, a performance agreement and disclosure of benefits and interest.

CLOSING DATE: [2024-04-03] AT 16:30.